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## UNIQUE YOU PROGRAMS

### COURSES & WORKSHOPS

(class room or online delivery mode)

**Note:**

Unique You courses, sessions, interactive activities & workshops can be developed and delivered based on the specific needs and intellectual category of the audience. Please email your needs to [uniqueyoulearners@gmail.com](mailto:uniqueyoulearners@gmail.com)

*The below listed few programs are for generic overview and guidance only.*

**Engage the Present | Ensure the Future**

### **For Secondary, College & University Students**

#### **1.Values & Aspiration (+ Riasec Activity ) ( 3 hours )**

This module is designed to equip youths with the necessary skills to create a competitive edge for oneself, as well as communicate their personal brand. They will gain an in-depth understanding of their personal values and their career pathway that best suits their personality. They will take away action plans that will help the guide and shape their future. The module will be taught through experiential activities, online profiling tools, games, discussion and learning experiments.

#### **2. Human Relations & how it impact one's life ( 3 hours )**

This module is designed to help students gain an in-depth understanding of the fundamentals of human relations and to acquire relational skills for effective living. The overall aim is to provide students with an overview of theories and concepts of human relations and enable them to understand key areas of human relations, attachments and relating with people for success. In the course of going through the module, students can expect to engage in many activities, games, discussion and reflection exercises which are all designed to bring about a fun and interesting learning experience.

#### **3. Body Language & Asking change impact questions ( 3 hours )**

This module is intended for students to have positive self-image and to enhance their ability to ask powerful questions. The first segments would equip the students with Body language skills that are universal across global cultures. The second segment will focus on the ability and skill to ask powerful questions that create an opportunity for deeper learning. These skills are future oriented as these would help students to prepare themselves for their next step in the education pathway and future career.



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#### **4. Building Resilience and Managing Conflict and Anger (3 hours )**

With the increasing stress due to competition and academic challenges, conflict and other unwholesome emotions arise in the psyche of students. These could adversely impact the students' wellbeing. This module will use the strengths of Mindfulness and Positive Psychology to impart skills that can be used in the personal and academic life. The skills taught will be evidence-based and practical.

#### **5. Mindfulness Training for reducing test anxiety and stress**

Individuals often look back at their time at school, college or university as the best years of their life. We often overlook that being a student can be really tough and students are under more pressure than ever before. Regardless of what students are studying, it is ensured that at a certain point during their learning, such as exams or performing in front of an audience, they will need high levels of psychological control, emotional regulation and self-awareness. Our mindfulness programs for students provide them with preventive and coping tools to help them remain calm, sustain their attention, and be able to focus inside and outside the classroom. This programme can be conducted over weekly 1.5 hour over 5-8 weeks.

#### **6. Growth Mindset Training**

Through the sessions, the students will learn about the importance of building a growth mindset for success in life. Based on the work of world-renowned Stanford University psychologist Carol Dweck who discovered in her decades of research on achievement and success - a simple idea that makes all the difference and creates motivation and productivity in the worlds of business, education, and sports.

#### **Learning Objectives**

At the end of the workshop, participants should be able to:

- understand about growth mindset vs fixed mindset
- learn how having a growth mindset, grit and resilience is important to succeed in life and achieve their goals
- recognise their mindset in life situations
- apply skills to shift their mindsets from a fixed one

This programme can be conducted over weekly 3 hours over 3 weeks.



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## 7. Learning Journey (4 days away from home town)

Learning Journeys are curated to create learning opportunities through exploration, experience and experiments. These are done through hands-on workshops, community trails, and meetings with local changemakers, build perspectives and learn to identify the issues beneath the surface. Schools could identify a few themes and outcomes for these journeys, and these are then curated into a learning journey.

## 8. Understanding Oneself for Meaningful Relationships (class room delivery)

What does it take to build healthy relationships oneself and others? This workshop answers the question in key areas of **self-understanding, romantic attachment, sexuality, family, distractions and addictive behaviours**. The quality of relationships affects the quality of life. Therefore, understanding the fundamentals of human interaction will impact interpersonal skills for effective living. Students will explore relevant concepts on Self, Addictions, love, sexuality and relationships. They will also discuss current debates on contemporary societal issues to appreciate how social forces and cultural representations impact understanding of these issues. Through interactive classroom activities, case studies, group presentations and reflection journals, students will learn how to analyse relational problems and many valuable lifelong skills for cultivating meaningful relationships.

Length of Programme: 8 - 12 Weeks

Weekly Engagement: 2 hours

Assessments: Research Projects and Presentations

## 9. Preparing for the Career of Choice and Personal Branding

The programme will be taught through experiential activities, online profiling tools, games, discussion and reflection exercises and learning experiments. Participants will be placed in simulated scenarios where they will have a chance to practice the professional skills learnt. By engaging in role-play, the youths will gain a greater understanding of professional and personal contexts. They will engage in group discussions and acquire feedback on their selves from both tutors and their peers. The module is designed to bring about a fun and interesting learning experience for identifying their career choice. This programme can be conducted over weekly 2 hours over 8 - 10 weeks.

## 10. Mindfulness for Performance and Wellbeing

Individuals often look back at their time at school, college or university as the best years of their life. We often overlook that being a student can be really tough and students are under more pressure than ever before. Regardless of what students are studying, it is ensured that at a certain point during their learning, such as exams or performing in front of an audience, they will need high levels of psychological control, emotional regulation and self-awareness. Our mindfulness programs for students provide them with preventive and coping tools to



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help them remain calm, sustain their attention, and be able to focus inside and outside the classroom. This programme can be conducted over weekly 1.5 hour over 5-8 weeks.

## **For Teachers/Academicians/Parents**

### **1. Mindful Discipline & Restorative Practices**

The Mindful Discipline workshop aims to deepen understanding of Mindfulness and its application in constructive and restorative practices to discipline students and managing boundaries without compromising compassion. Punishments, power, control and threats may not be the only means to changing behaviour in children and youth. Being too permissive or too authoritarian tends to be ineffective leading to more unwholesome behaviours in students. Working with students to change unwholesome behaviours can be difficult and teachers play multiple roles and responsibilities that may create stress and reactivity. With the techniques of Mindful Discipline, teachers can maintain healthy boundaries, respect and compassion while responding from a space of empathic and collected response. This programme can be conducted over weekly 4 hour over 3 weeks.

### **2. HEXACO Training: Knowing your Personality Type**

By attending this workshop, participants will learn how to:

- Increase self-awareness and develop greater awareness of others
- Promote stronger, high performance teams
- Build a diverse and collaborative team and workforce
- Effect positive and long term behavioural change in individuals and organisations
- Drive targeted business applications
- Increase the flexibility and impact of learning strategies

This programme can be conducted as a half day or full day workshop.



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### **3.Learning Facilitation (3 hours )**

Learning Facilitation training helps educators to be introduced to various pedagogical techniques that would involve students in the learning process. These techniques would equip teachers with the necessary skills and knowledge to make classroom learning more engaging and exciting. The focus will be learning through discovery, facilitated activities, video discussions, simulations, role plays, case discussions and problem-based learning.

### **4.Mindfulness-Based Classroom Management (3 hours )**

The course aims to deepen understanding of Mindfulness and its application of its concepts and tools in classroom instruction. With mindfulness, there is a reduced chance of educators becoming emotionally exhausted which leads to de-personalization and eventually feelings of lack of personal accomplishment. The workshop aims to introduce teachers on 1. the practices of mindfulness and its benefits in day to day interactions and activities including having a positive impact on their personal life, as well as 2. a repertoire specific classroom management technique that will help embody mindfulness in both teachers and students.

## **For Working Adults, Managers, Business people and Senior Leaders**

### **1.Unique Leadership Attributes for Fourth Industrial Revolution**

The Fourth Industrial Revolution not only changes the industry, but it also changes us. The challenge that it poses disrupts and changes our leadership paradigms. The session would talk about the change that is required of leadership in the next chapter of industrial revolution.

### **2.Adopting a Growth Mindset in Organizational Leadership**

Growth mindset is about the belief that all abilities in people can be developed through dedication and effort, and that our innate talents are just the starting point. The way we think about goals can significantly change the way we view successes and failures in organisation. In this session, we will describe how leaders and whole organizations, can move away from a fixed mindset to a growth mindset.

### **3.Mindfulness based Leadership & performance impacts**

Today we need a new type of leader. As we enter the fourth industrial revolution, we need leaders with the wisdom to address new ways of working, to make positive change in the world. One of the key premises of *Mindfulness-Based Leadership* is that leadership is about being, not becoming. We make a bigger difference by looking within ourselves than by striving to become what we are not.



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#### **4. Effective Coaching**

Coaching is commonly used in workplaces of today in various ways - empowering teams to perform beyond expectations, managing poor performance, on boarding a new employee and enabling team members to arrive at their own solutions. Coaching is an intervention that creates breakthrough in relationships and results. It is rooted in the belief that the staff has the inner capacity for creativity, problem solving and success. A manager or a peer through effective questions and active listening helps her uncover these. In this session, the participants will learn the basic principles of coaching and get introduced to the various skills.

#### **5. Personality Assessments that do not work well in Businesses**

Almost all personality assessments aim to measure the psychological traits of an individual. However, only a handful of psychometric assessments measure job competencies and workplace behaviours. This session will introduce a psychometric assessment that will uncover more relevant personality traits that positively impact businesses.

#### **6. Change Management - Appreciative Inquiry as a Powerful Change Catalyst**

Appreciative Inquiry is a research based Organizational Change approach initiated by Dr David Cooperrider, at the Case Western Reserve University, USA. Many organizations around the world use the principles of Appreciative Inquiry for large-scale change in the organization and community. This session will present the principles of Appreciative Inquiry and the 4D Change model.

#### **7. Innovation Culture at all levels**

Innovation is accepted as the key driver for competitive advantage and business success. Organizations are spending their resources on the tools and process of innovation. In order to ensure the returns, it is important that the culture is ready for innovation. Are the managers ready to support innovation? Is openness and curiosity fostered? Are the teams ready for learning? Without the strength of the underlying culture, innovation could be a wasted exercise. In this session, you will learn the basic building blocks of innovation culture including managing innovation.

#### **8. Effective Resiliency in Leadership**

One of the most important qualities of a leader is resilience. Today's leaders are getting overwhelmed with change, failures and stress. The true resilience of a leader is not how they perform during the best of times but rather how they display emotional strength, courage and professionalism during the most difficult times. This session will present the various attributes of resilience for leaders and how to develop them.



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### **9. Cross Cultural Challenges and Effectiveness**

This session will help participants identify the competing dimensions of culture and implications for cross-cultural management. There will be a discussion on cross-cultural dimensions implications for business and the management of cross-cultural teams

### **10. Generation Gap Impacts and Effectiveness in Organizations**

The generation gap is defined as the difference of outlook, opinions, beliefs, skills, attitudes, and behaviours among the older generations and the younger generations. Sometimes a workplace may have Baby Boomers, Generation Xers, Generation Yers and Millennials all working side by side. This session will introduce the importance of open communication and how it can influence the effectiveness in Organisations.

### **11. Effective Leadership for Employee & Customer engagement**

Employees and customers are two of the most important stakeholders of any organization. The biggest challenge in organizations however is keeping them engaged. The session will explore the various ways of engagement that can be introduced in organizations.

### **12. Enhancing your Personal and Professional Productivity**

In today's fast-changing world, staffs in organisations find it very difficult to stay committed to results and achieve goals without getting stressed or overwhelmed. The class will present a life-changing method to relax and eliminate unnecessary stress while increasing your productivity at work and in your personal life.

- Increase your productivity
- Reduction of stress, overwhelm and chaos in everyday life
- Learn decision making skills and process
- Learning to control performance from a single place

This programme is conducted as a full day workshop.

### **13. Conflict Resolution**

By attending this workshop, participants will learn how to:

- Understand your default response in conflict through a self-assessment
- That conflict is inevitable, unavoidable—and sometimes healthy.
- How to identify conflicts at work



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- How to resolve conflicts
- How to mediate disputes between team members

This programme is conducted as a half-day or full day workshop.

#### **14. Positive Performance Leadership**

PPL is a research based leadership development program that has 7 pillars, on which various practices and tools are built. The pillars include inspiring the hearts and minds of your team members, influencing your team for peak performance, getting the best out of your team by showing appreciation in meaningful ways that will prompt people to be self-driven towards creating extraordinary results. With these 7 pillars in place, a leader will be able to create positivity and performance in any organization and team.

In the PPL program, leaders explore alternative mental models to engage their teams and inspire performance. In addition, they learn and practice the following skills.

1. Inspire action through meaningful engagement, motivation and care for the team
2. Demonstrate pro-active and positive leadership qualities through role-modelling
3. Be open to reciprocal influence by empowering conversations and collaboration
4. Fuel innovation through asset based thinking and co-creative networks
5. Value efforts through conscious appreciation and recognition
6. Prepare for future readiness and transformation through coaching, learning and change
7. Be authentic and present; communicate deliberately with empathy

This programme is conducted as three day workshop, followed by three x 2-hour group coaching sessions.

#### **15. Unique You Leaders as Coaches**

This 2-day workshop covers:

- An introduction and definition of what coaching is and why it works
- The impact of deep listening, what it feels like and why it's important
- The art of powerful questioning and how to find the right questions





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- How to build presence when coaching – how to be in the moment with your coachee
- How to create meaningful goals and agreements with individuals/your team
- How to motivate team members to perform at their best

Throughout the session there will be live demonstrations and practicing of coaching skills with input from the trainers on how to hone questioning and listening abilities. By the end of this session attendees will have a deeper understanding of what great coaching looks like, the core tools needed to deliver strong coaching sessions with their teams, and the insight and experience of being involved with or observing powerful coaching demonstrations to inform their own coaching approach.

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